

# Retention, pay, assignments top troops concerns

## Personnel leader addresses airmen’s career needs during recent Kunsan visit

By Staff Sgt. Scott Farrow  
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Recruiting was the hot topic during a visit to Kunsan by the Air Force’s top personnel officer Jan. 10, however, the issue isn’t finding new recruits, but hiring new recruiters.

The Air Force recently announced that non-volunteer NCOs would be selected for recruiting duty to fill recruiter shortfalls. Lt. Gen. Donald Peterson addressed this concern during an interview with the *Wolf Pack Warrior* and in briefings with Kunsan airmen.

“In 1995 and 1996, we let the recruiting force dwindle,” Peterson said. “At one point, we were down to 900 recruiters because we didn’t need as many during the drawdown.”

However, Peterson said as the need for new recruits increased the number of recruiter positions stayed the same, which resulted in the Air Force not reaching its recruiting goal for the first time in 20 years in 1999.

Consequently, Air Force Personnel Center leadership determined selecting quality NCOs for non-volunteer recruiting duty was the answer, Peterson said. Wing-level officials and AFPC staff will draw up a list of potential recruiters; however, the final selection depends on the selection of people at the lowest level.

“We’ll consider the airmen based upon the recom-

mendation of supervisors, first sergeants and commanders,” Peterson said. “We’ll also take into consideration whether the potential recruiters are currently in shortage positions (in specific career fields).”

Pressing airmen into recruiter service will happen, however, the general said airmen selected will have their concerns addressed. Although recruiting goals are tough, incentives will be implemented to reward recruiters for working in the demanding environment.

“We’re looking to limit recruiter duty for non-volunteers to three years, award them two points toward their weighted airman promotion system (WAPS) tests, and ensure they will retain their selective re-enlistment bonuses,” he said. “We have to win the war on recruiting; to win we need a good cross-section of NCOs current in their skill levels that can work with little or no supervision. It’s a tough assignment, but it’s one of the best duty assignments in the Air Force.”

Although recruiting duty was the hottest topic with Kunsan members, others addressed were retention, military pay and the base of preference program.

To retain pilots, a \$50,000 increase is in the works for the Aviator Continuation Pay program.

“It’s a large increase that will take the ACP up to \$150,000 dollars – a very large increase,” Peterson said. Although the increase is attractive, some pilots’ concerns were that the increase will become a tax burden; some pilots recommended spreading out the payments over time.

“We’ll work out the plan to help ease the burden of dual-income families by timed payment of the bonus,” the general said.

Addressing senior enlisted retention, Peterson said the AFPC is considering an increase to selective re-enlistment bonuses, or increasing pay for senior NCOs

to compensate them for their responsibility, education and training levels. Additionally, the Air Force is trying to make senior NCO pay closer to their counterparts in civilian “managerial” positions.

“We understand that senior NCO positions are filled with people who are better skilled and who have more education; we want to compensate them for that,” Peterson said.

A successful retention program is the Base of Preference, the general said.

“For first-termers and career airmen, the BOP is working out quite well,” he said. However, Peterson said the Air Force can’t accommodate everyone’s BOP selection because the majority request assignments in warmer climates in the United States.

“(However), with first-term airmen’s BOP requests there is about a 99 percent satisfaction rate; of second-term and career airmen a 64 percent satisfaction rate exists,” he said. “We have positions at bases that have to be filled; some of these bases aren’t desirable to many people, but we will fill the positions.”

If a specific requested base is not an option, AFPC will try to assign the airman to another base in that region. “If someone is requesting a BOP of Shaw Air Force Base, S.C., and we can’t accommodate (him or her), we’ll try to get (the individual) to Seymour Johnson AFB, N.C.,” he explained.

Although airmen are seeing many personnel issue improvements, the general said there are plenty of concerns that still need work.

“Although we’ve seen recent raises in pay, allowances and benefits, we’re still working hard to (make) a career in the Air Force the best job in the world. To do this, we must continuously strive to take care of our people’s personnel needs.”

## January Promotions

The following people are being promoted in January. Congratulations!

### Lieutenant Colonel

Thomas Brown, 8th Civil Engineer Squadron  
Jose Laborte, 8th Mission Support Squadron

### Major

Paul Arbizzani, 80th Fighter Squadron  
Robert Boldy, 8th Medical Operations Squadron  
Mark Williams, 8th Logistic Support Squadron

### First lieutenant

Claudia Justus, 8th LSS  
Joshua James, 8th Security Forces Squadron  
Catherine Platt, 8th Operation Support Squadron  
James Wornall, 8th OSS  
Montatip Morris, 8th Fighter Wing  
Nancy Velie, 8th Maintenance Squadron

### Senior Master Sergeant

Deborah Blaser, 8th MXS  
Stephen Grissom, 8th MXS  
William Cole, 8th Operation Group

### Master Sergeant

Douglas Johnson, 8th MXS  
Scott Ehling, 8th SFS  
Bryan Saving, 8th SFS  
Timothy Freese, 8th Communications Squadron  
Ottis Wilson, 8th CS

Robert Heasley, 8th Transportation Squadron

### Technical Sergeant

Paul McIndoe, 8th CES  
Gene Parrill, 80th FS  
Darrin Symonds, 80th FS  
Scott Sekutera, 8th MDOS  
Edward Didaleusky, 8th Logistics Group  
Robert English, 8th FW  
Ruben Perez, 8th FW  
Gary George, 8th MXS  
Joseph Lopez, 8th MXS  
Walter Hembree, 35th Fighter Squadron  
Elden McBride, 35th FS  
Steven Sharp, 35th FS  
Stephen Zopp, 35th FS

### Staff Sergeant

Randy Best, 8th CES  
Brad Close, 8th CES  
Tracy Litwinski, 8th CES  
Bryan Pearson, 8th CES  
Adam Rodriguez, 8th CES  
Ruben Sumaya, 8th CES  
Duwayne Douthett, 80th FS  
Anthony Spack, 80th FS  
Corey Sprecker, 80th FS  
Miranda Garza, 8th MDOS  
Brian Long, 8th MDOS  
Deva Navel, 8th MDOS  
Lowell Bowen, 8th SFS  
Roger Hill, 8th SFS

Sigmund Potocki, 8th SFS  
Angela Aguigui, 8th OSS  
Christopher Clute, 8th OSS  
Jamie Forsyth, 8th OSS  
Ian Davis, 8th MXS  
Chad Gilson, 8th MSX  
Jason Hamann, 8th MSX  
Kenton Morin, 8th MXS  
Joey Morrisette, 8th MXS  
Michael Turpin, 8th MXS  
Raphael Garcia, 8th CS  
Brian Gracey, 8th CS  
Eugene Moore, 8th CS  
Ryan Robinson, 8th CS  
Roger Taylor, 8th CS  
Chester Greenhalgh, 8th TRANS  
Charles Martin, 8th TRANS  
Edward Proper, 35th FS  
Herman Jackson, 8th Services Squadron  
Lester Robertson, 8th Supply Squadron  
Cecilio Rondolos, 8th SUPS

### Senior Airman

Charles Arnett, 80th FS  
Shawn Crawford, 80th FS  
Jason Everman, 80th FS  
Casey Utecht, 80th FS  
Nader Chebaro, 8th MDOS  
Nathan Turnipseed 8th MDSS  
Janelle Amador, 8th SFS  
Taysa Burns, 8th SFS  
Jonathon Clark, 8th SFS

Robert Isarraraz, 8th SFS  
Mary Jones, 8th SFS  
Franklin McLain, 8th SFS  
Samantha Hargrove, 8th OSS  
Joseph Compagnone, 8th MXS  
Rachael Evans, 8th MXS  
Daniel Gatdula, 8th MXS  
Michael Huff, 8th MXS  
Santee Jones, 8th MXS  
Chester McKinnie, 8th MXS  
Eric Norman, 8th MXS  
Jose Torres, 8th MXS  
Dayton Wenzel, 8th MXS  
Charles Burr, 8th CS  
Yvonne Leyba, 8th CS  
Elizabeth Harris, 8th TRANS  
Paul Kelso, 8th TRANS  
Michael Rakestraw, 35th FS  
Craig Robinson, 35th FS  
Lee Westfall, 8th SUPS

### Airman 1st Class

John Bostwick, 8th MXS  
Brandon Williams, 8th TRANS  
Charlie Lewis, 80th FS  
James Joiner, 8th CES

### Airman

Robert Marion, 8th CS  
Anthony Quails, 8th SUPS  
Sebrena Williams, 8th SUPS  
William Howe, 35th FS